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Committee on the Elimination of
Discrimination against Women

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Initial reports of States Parties

GABON

V.88-25618 (EX)

"It is clear that the advancement of women is primarily their political advancement, that is to say their participation in the political life of our country....

The advancement of Gabonese women also involves recognizing the right of female children to instruction and education under conditions analogous to those from which male children benefit....

The advancement of women involves, finally, their more active participation in economic life and, consequently, the defence of their rights in regard to employment, wages and vocational training....

Clearly the advancement of women is also reflected in the social field by a whole series of initiatives which have been taken by the Government and the Party...."

EL HADJ OMAR BONGO

"Pensees et Action Sociales" (1974)

IMPLEMENTATION OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN IN GABON

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(Report to the Committee)

INTRODUCTION

At the end of the United Nations Decade for Women: Equality, Development and Peace (1975-1985) women were able to evaluate, at the Nairobi World Conference held in July 1985, the real level of their participation in national development.

Women were unanimous in noting that enormous progress had been made in improving their status. Governments had indeed responded to the appeal made at the outset of the Decade in Mexico in 1975. However, they noted that their status could have been still better had it not been for the world economic recession and - it must be recognized - the obstacle of prevailing attitudes.

Gabon, which ratified the Convention on the Elimination of All Forms of Discrimination against Women on 21 January 1983, is now endeavouring, as conscientiously as at Nairobi, to draw up a balance sheet of the implementation of the principles contained in the Convention. This balance sheet will indicate the progress achieved in each field, the difficulties encountered and the continuing obstacles.

The present report is the first submitted by Gabon in application of Article 18 of the Convention, which stipulates that the States Parties undertake to present to the Secretary General of the United Nations a report on the measures which they have adopted to give effect to the said Convention.

The Constitution of Gabon proclaims the fundamental equality between men and women (Article 4). It is in accordance with this principle that in 1963, shortly after independence, a law prohibiting the customary dowry was promulgated.

HEALTH AND POPULATION

In Gabon, as everywhere else in Africa, fertility plays a major role in social life, everyone profiting from it: the woman achieves her due place by giving birth whilst the community rejoices in this economic potential.

This trend towards a high birthrate has been reinforced by the political will of the authorities to do everything possible to increase the Gabonese population as rapidly as possible. This large country of 267,000 square kilometres has only 1,200,000 inhabitants with which to develop its enormous economic potential.

When the causes of this under-population are examined it can be seen that, apart from the slave trade and endemic diseases such as sleeping sickness and

malaria, the principal cause of the under-population of this area of Equatorial Africa is the low birthrate. To this has to be added the infantile mortality: in 1984 this was 16 per thousand in the Estuary province, that is to say in Libreville and surrounding areas. In other African countries young people under 25 years of age account for 57% to 59% of the total population, whereas in Gabon those under 25 account for 52% of the total population and those between 25 and 65 years of age account for 42%.

To remedy this situation the Gabonese Government has built and then equipped the Franceville International Medical Research Centre (CIRMF) at a total cost of 5.9 billion CFA Francs. The function of this centre is to carry out laboratory research in order to combat sterility.

With the same aim of increasing the birthrate the Gabonese authorities have prohibited contraception and abortion (cf Ordinance No. 64/69 of 4 October 1969 and Articles 244 and 245 of the Penal Code).

The creation of a Faculty of Medicine in the University of Gabon reflects the twin concerns of the authorities to train doctors who will be increasingly familiar with local health problems.

Women themselves are also taking a leading part in the implementation of this health policy: in 1984 they accounted for 67% of all State nurses. The level of training of midwives has been raised; they are no longer recruited after the certificate of first cycle studies (BEPC) but after their baccalaureat (BAC): they are thus integrated into the personnel of the University Centre for Health Sciences (CUSS). At the higher levels of the medical service (pharmacists, biologists, general practitioners, etc.) there are increasing numbers of women. Amongst the graduates who left the CUSS and other foreign colleges in 1984 16 Gabon nationals have chosen to work within the Public Services, including nine women.

DEMOGRAPHIC INDICATORS RELATING TO HEALTH

Total population (1980)	1,232,000
- Men	590,490
- Women	641,510
Rate of population growth (1982)	1.0 %
Mortality rate (1982)	2.22%
Infantile mortality rate (1982) :	
- National territory	11.4 %
- Libreville	6.8 %
Fecundity rate (1983)	13.1%
Life expectancy (1980)	49 years
- Men	47.4 years
- Women	50.7 years
Number of hospital beds (1986)	5391
Number of doctors (1986)	343

EDUCATION AND TRAINING

EDUCATION AT SCHOOL

Whilst formerly parents willingly sent their sons to school they preferred to keep their daughters in the village, hoping to marry them off in exchange for a substantial dowry. Soon, however, parents and daughters appreciated the benefits of attending school.

As a result the daughters hurried to the school desks. For its part the State was able to meet the situation by implementing the necessary structures to receive this new school population. It should be emphasized that there is equality in regard to schooling in Gabon for boys and girls.

There are virtually as many girls as boys entering the preparatory year 1 (CP1), but towards the upper end of the primary school the number of girls falls. On 1 January 1975 there were, in Gabon as a whole, 5622 boys and 5619 girls of six years of age in CP1 classes. Assuming that 7 years previously (1) virtually as many boys as girls entered the CP1 classes, on 1 January 1975 one finds over the whole of the national territory 1343 boys and 1092 girls in the secondary year 2 (CM2): this represents a percentage of 44.8% (2).

It must be said that the school drop-out rate among girls is very high, particularly at seconday level. There are various reasons for this, not the least being early motherhood and marriage.

WOMEN AND EMPLOYMENT

The equality of opportunity that exists in education is logically reflected in the world of employment. However this is only in theory; in fact women are hindered in their desire to prove themselves by working, coming up against two principal obstacles:

a) A lack of qualifications,
b) The solid wall of mental attitudes.

There are many Gabonese women who, having given up their studies for one reason or other, particularly early motherhood, then have to enter the world of employment without qualifications, having to learn on the job. However for those who have the courage there are vocational schools (School of Health, Teacher Training College, Port-Gentil Commercial College, etc.) and Vocational Training Centres in which they can acquire some qualifications in their chosen vocation.

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(1) Allowing for the possibility of a repeated year.

(2) Figures taken from the National Education Statistical Yearbooks.

ARTICLE 2

The Constitution of Gabon guarantees equality to all in the sight of the law. The legislators have wished to include this principle in the texts of laws such as the Civil Code, the Labour Code, the Nationality Code, the Social Security Code and the Penal Code.

However the concept according to which the woman is a being to be protected leads to some equivocation appearing here and there in the said texts which could be qualified as discrimination.

Nevertheless it may be stated that these same texts include provisions which are more advantageous for women than for men; in this respect Articles 120 and 126 of the Labour Code could be cited.

ARTICLE 3 THE GUARANTEE OF THE RIGHTS OF MEN AND OF FUNDAMENTAL LIBERTIES

Women can undertake political activities under the same terms as men.

Women have been elected as village chiefs for several years. They are present in parliament, in the central organizations of the party and in the Gabonese diplomatic corps.

They are Chairmen and Managing Directors of companies, senior officials and artists.

As far as the position of the Gabonese in relation to the racist regime of South Africa is concerned this conforms to that of the other African countries which are members of the Organization of African Unity (OAU); it condemns the said regime.

Also on the subject of apartheid Gabon complies with the provisions of Resolution 535 of the Conference of the Ministers of the Economic Commission for Africa (ECA) of which it is a member. Paragraph 6 of the said Resolution, entitled "Women and development in Africa" requires African countries to give their material and moral support to women living under the apartheid regime.

ARTICLE 4 SPECIAL MEASURES

To give immediate effect to the convention which it had ratified Gabon created, in March 1983, an autonomous Ministerial Department specializing in feminine questions: this is the State Secretariat for the Advancement of Women and for Human Rights (Secretariat d'Etat a la Promotion Feminine et aux Droits Humains).

The effect of this measure was to reinforce the presence of women in decision-making bodies such as the Administrative Council of the Fund for Aid and Ministerial Guarantees to Medium and Small enterprises, the Council for Vocational Training, the Codex Alimentarius, the UNESCO National Commission, the Higher Commissions for Mixed Cooperation, the Council of Ministers, etc.

ARTICLE 5 THE ROLE OF SEX

Gabon is a developing country, and this places its nationals in an ambivalent situation: they live in a modern society where the current cultural values are often those of the traditional world, and the roles of each of the sexes are still defined in relation to this world.

ARTICLE 6 PROSTITUTION

In Gabon, like everywhere else, women take up the oldest profession in the world: prostitution.

Our law regulates this traffic in order to avoid corrupt practices. Thus Article 260 of the Gabon Penal Code lays down that :

"Anyone [who engages in any of the following activities] will be considered to be a procurer and on that basis will be punished by imprisonment for from six months to two years and a fine of 50,000 to 1,000,000 CFA Francs ...."

The article then lists five typical and more or less insidious forms of procuring.

However as a result of the resurgence of this phenomenon in our fundamentally changing society Law No. 18/84 has now modified Article 260 and paragraphs 20 and 21 of Article 342 of the Penal Code.

This law is intended to be more dissuasive to those individuals who are inclined to sell their bodies. With a view to attacking this phenomenon at its roots the said law lays down in its Article 1:

"Anyone :
1/ Whose behaviour in public is such as to incite debauchery, or
2/ Who by gestures, words, writings or any other actions publicly engages in soliciting persons of one or other sex, with a view to inciting debauchery,
will be punished by imprisonment for from three months to one year and a fine of 25,000 to 240,000 Francs."

ARTICLE 7 POLITICAL AND PUBLIC LIFE

Legal equality between the sexes is guaranteed by Article 1 of the Constitutional Law 1/61 of 21 February 1961 and Articles 7, 17 and 84 of Law 5/78 of 1 June 1978.

In 1961 the National Council of Gabonese Women was formed with the task of participating in defining the policy for Female Advancement and of determining the means for implementing this policy.

Today the female section of the Party, the Union of Women of the Gabonese Democratic Party (UFPDG), is responsible for ensuring the education and advancement of women in all fields so as to permit their active participation in the social, economic and political life of the nation.

This specialized body within the Gabonese Democratic Party (PDG) is structured in the following manner :

- The Permanent Provincial Secretary of the UFPDG
- The Regional Leader
- The Local "Maison de la Femme" Leader
- The Group Leader.

The Union of Women of the Gabonese Democratic Party, as defined above, is an invaluable tool which the authorities can utilize for drawing Gabonese women into the process of national development and in this way eradicating any inequality which could arise in the position of women.

In 1983 an autonomous Ministerial Department, the Secretariat of State for the Advancement of Women and for Human Rights, was created for the benefit of women. It is structured as follows: in addition to the Ministerial Office there is a Directorate-General consisting of four Technical Directorates: the Directorate of Information, the Directorate for Studies and Programming, the Directorate for the Status of Women and the Directorate for Activities. The organigram of this new department envisages the establishment of provincial departments for the advancement of women throughout the country.

Women have the right to vote and are themselves eligible for election to all the public bodies: the Gabonese National Assembly (parliament) with 25 women members; there are several women members of municipal councils; the mayor of the economic capital of Gabon, Port-Gentil was a woman until 1987; the political bureau of the PDG includes five women whilst the Central Committee includes seventeen women.

Women are also represented in other bodies in the country :

- Government	5
- Diplomatic Corps	1 Minister-Ambassador
- Ministerial Delegates	5
- Councillors of State	2
- Audit Division	1 Chairman
- Gabonese Democratic Party	1 Federal Secretary

Women are also present in public employment at the higher levels. In 1984 the proportion of women executives in the Gabonese Civil Service was as follows:

- Central Director-Generals of Administration	6.25%
- Central Administrative Directors	9.4%
- Embassy First Counsellors	10.0%
- Public Prosecutors	12.5%

Gabonese women are also involved in women's professional associations. This is the case with social workers, midwives, lawyers in the Association of Gabonese Women Lawyers (AFJG) and businesswomen in the Gabonese Association of Businesswomen (AGFA).

ARTICLE 8 REPRESENTATION

The progress of the education of Gabonese women is reflected in the presence of competent women in governmental delegations to international conferences.

The following are some United Nations Conferences in which women have taken part in recent years :

- General Assembly of the United Nations (1985)
- International Conference on Population (1984)
- World Conference to Review and Appraise the Achievements of the United Nations Decade for Women (1985)
- UNESCO General Conference (1983, 1985, 1987)
- Economic and Social Council of the United Nations (1986, 1987)
- International Labour Conference (1987)
- Commission on Human Settlements (1987)
- Executive Board of UNICEF (1987)
- United Nations Conference for the Promotion of International Co-operation in the Peaceful Uses of Nuclear Eenergy (1987)
- 24th Session of the WHO Conference (1987)

To these should be added the regional and sub-regional meetings of the United Nations, the MULPOC Council of Ministers at Yaounde, meetings of the MULPOC Women's Programme and the African Regional Co-ordination Committee.

ARTICLE 9 NATIONALITY

Women have the same rights as men in regard to acquiring or changing nationality.

Thus foreign women who marry a Gabon national can retain their original nationality if their country allows them to do so (cf Gabon Nationality Code, Section III, Chapter I, Article 17).

However it must be pointed out, in regard to the retention of nationality, that a foreign man or woman who acquires Gabonese nationality by virtue of marriage cannot retain this after divorce or annulment of the said marriage (cf Gabon Nationality Code, Section III, Chapter I, Article 18, paragraph 4). It should be noted that this Code is in course of revision.

A Gabonese woman who marries a foreigner does not lose her original nationality except "when she expressly states, at the time of celebrating the marriage, that she renounces Gabonese nationality in order to acquire that of her husband, by virtue of the national law of the latter" (cf Gabon Nationality Code, Section IV, Chapter I, Article 27, paragraph 2).

ARTICLE 10 EDUCATION

The effective participation of women in the work of national development is reinforced by the efficiency which education confers on them.

Attendance at school is compulsory for young Gabonese of both sexes from the age of 6 to 16.

However despite this law the proportion of girls becomes smaller than that of boys as the educational ladder is ascended.

It should be pointed out that the school drop-out rate for girls is very high, particularly at secondary level. This is the result of various factors, not the least being early marriage and motherhood.

In the case of girls whose future was compromised by pregnancy Law No. 3/69 of 1 June 1969 obliges the man to marry the girl faced with this difficulty.

The State Secretariat for the Advancement of Women and for Human Rights is at the present time chairing an Interministerial Working Group on Sex Education (National Education, Public Health, Planning, etc.). This Group has developed a programme of educative talks which could be launched during the new academic year, 1987-1988, if the budgetary allocations so permit. For girls who have passed the Baccalaureat the doors of the higher scientific and technical establishments are now open.

It should be noted that secondary pupils of both sexes who have not taken a repeated year and who have a mean achievement of better than 10/20 benefit from a study bursary of 7,500 CFA Francs per month, whilst university students who have not taken a repeated year receive a study bursary of 65,000 CFA Francs.

The parents of children of school age (6 to 20 years of age) receive a schooling allocation of 10,000 CFA Francs per child. In the schools physical education is given to both sexes. The National Institute for Youth and Sports, which trains physical education teachers, also recruits girls.

The General Directorate for Mass Education, an institution under the Ministry for Culture and the Arts, is responsible for promoting adult education. Many development projects involving women are therefore entrusted to the General Directorate for Mass Education in their information and dissemination aspects: health, hygiene, village water supplies, etc.

It is this same General Directorate for Mass Education which is responsible, in collaboration with the Union of Women of the Gabonese Democratic Party, for promoting literacy amongst adult women. However the expected results have not yet been achieved for various reasons, including the lack of perseverence of the women themselves.

ARTICLE 11 EMPLOYMENT

According to the legal texts in force men and women enjoy the same rights and advantages in regard to employment.

Thus Law No. 24/63 of 31 May 1963, which set out the general provisions relating to the Civil Service and which was discriminatory in certain of its articles, was revised in 1967 to give rise to a new Law No. 9/67 of 16 June 1967.

The reason why women are still more numerous at the base of the promotion scale in the world of employment is that they lack qualifications.

In 1984 women in the private and para-public sectors accounted for 17.15% of the total number of employees. Unskilled labour accounted for 26% of these women, whilst 40% of them were engaged in administrative work.

In 1986 women in the public sector accounted for 20.6% of the total workforce. In that year they accounted for 16.39% of officials in category A1, 20.57% of those in category A2 and 35.91% of those in category B2.

The Gabon Labour Code sets out special provisions in regard to the working conditions of women in the world of employment, particularly in Articles 117, 118, 119, 120 and 126 in respect of maternity leave and provisions for nursing mothers.

This same Labour Code (Law No. 5/78 of 1 June 1978) regulates night work for women in its Articles 114 and 115.

ARTICLE 12 HEALTH

Access to health care is guaranteed for every individual. In particular where women are concerned Centres for the Protection of Mothers and Children (Centres de Protection Maternelle et Infantile, PMI) have been established in all the main towns.

In these PMI centres several activities have been initiated in regard to the future mother and for nursing mothers and their infants.

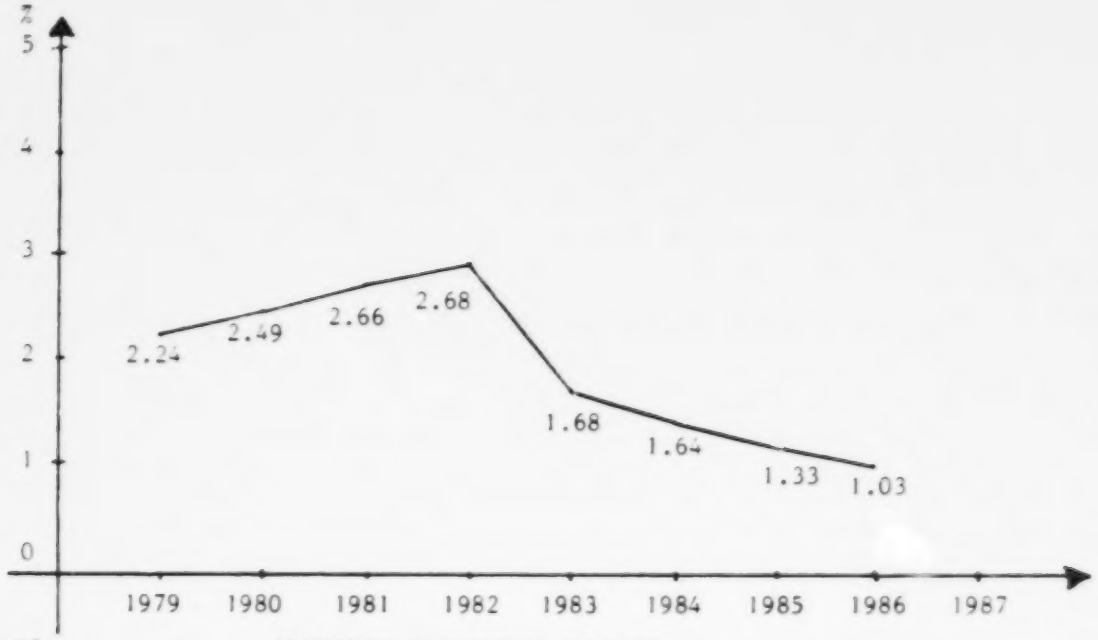
The PMI midwife supervises the progress of pregnancy, and if necessary sends the expectant mother to the gynaecologist.

The qualified PMI staff also supervise the growth of the child from birth to the age of 6 years, checking the graph of their weight, their food, size, vaccination, etc. However it has been pointed out that mothers only take their children to the PMI centres when they think that they are not doing well! For this reason a paediatrician has been assigned to the PMI centres, at least in the larger urban centres, so that children can be treated as rapidly as possible.

At the present time there are nine PMI centres in the capital Libreville, whilst in the interior of the country there is a PMI centre in each provincial capital. In the less populated localities women and their children are looked after either by a mobile health team or by the Volunteers for Progress.

PROPORTION OF THE STATE CAPITAL INVESTMENT
BUDGET ALLOCATED TO HEALTH

YEAR	1979	1980	1981	1982	1983	1984	1985	1986
Total sum	1757	2104	3492	4580	4028	4418	4652	3300
Percentage	2.24	2.49	2.66	2.68	1.68	1.64	1.33	1.03



ARTICLE 13 ECONOMIC AND SOCIAL BENEFITS

Allowances and other family benefits are paid to whichever of the spouses is in paid employment. When both spouses are wage-earners they may decide, by joint agreement, whether the husband or the wife is to receive the said family allowances.

"When husband and wife are both salaried workers and can, by virtue of this fact, claim the family benefits resulting from the social security system or from a public collectivity, the latter will be paid in the name of that spouse who has the right to the most advantageous benefits. Cumulation is not permitted." (cf Social Security Code, Law No. 6/75 of 25 November 1975, Chapter IV, Article 43, paragraph 5).

In the event of litigation (natural children, parents divorced or separated) the social worker specially allocated to the Court to deal with this type of problem will nominate the beneficiary after a social enquiry.

"Family benefits are normally payable to the mother. Special arrangements may be decided upon by the Administrative Council of the Fund in favour or anyone who has the effective control of and responsibility for the child.

"In any case where it is established, after enquiry, that the whole allowance is not used for the benefit of a child a guardian for the family benefits

may be nominated by the competent jurisdiction on a request put to it by the Fund." (cf Social Security Code, Law No. 6/75 of 25 November 1975, Chapter IV, Article 51.)

Women have the right to take part in sports, cultural life and other leisure activities on the same basis as men.

ARTICLE 14 RURAL WOMEN

As a result of the present policy of regrouping villages, which has been carried out over the last ten years, rural women in Gabon have experienced a marked improvement in their living conditions.

In this way they now have access to dispensaries, whilst fewer and fewer of them have to walk miles to find water in the dry season since the public authorities have carried out an extensive programme of water supplies at village level.

This programme envisages installing pumps in 235 villages between 1985 and 1988; at the present time 170 villages have benefitted from these pumps.

In certain localities which still do not have electricity experiments are being carried out with the new photovoltaic solar source of energy. Two such villages are Niali in the Nyanga province in the south-west of the country and Bolosoville in the Woleu-N'tem province in the north. Since 1971 the Government has initiated the Cooperative Initiative Groups (Groupement a Vocation Cooperative, GVC) within the framework of its agricultural policy: these are production and marketing pre-cooperatives. Women may become full members of this type of association in the same way as their husbands.

The Minister for Agriculture, Stockraising and the Rural Economy has called on the Volunteers for Progress to widen the knowledge of certain production techniques such as fish-farming. Another agricultural project of nationwide scope is designed to improve production: this is the WHO-CIAM project under which centres for increasing and improving plant varieties are established in all the provinces. Mention should also be made of the provincial agricultural services and the Institute for Agronomic and Forestry Research.

The Institute for Technological Research has, for its part, applied itself to the development of appropriate technologies such as those involved in the preservation of agricultural food products.

All these structures are designed to lighten the work load on rural women and to improve their production.

Nor are rural women left out of account where information and education are concerned: the national radio programme broadcasts "The Rural Calendar", whilst the provincial department of Popular Education produces educational broadcasts in collaboration with rural radio stations in addition to its literacy work.

At the sanitary level rural women have seen their situation improve as a result of the Primary Health Care programme established since 1982 by the Ministry for Public Health and the Population. Initial and further training seminars for village Health Workers have been organized regularly since that date. It should be noted that many village Health Workers are women.

ARTICLES 15 & 16 LEGISLATION - MARRIAGE AND THE FAMILY

The first part of the Civil Code, Law No. 15/72 of 29 July 1972, defines the relationships between spouses.

Article 203 of the said Code establishes the age requirements for marriage: 18 completed years for the man and 15 completed years for the woman.

The President of the Republic may permit the marriage of a girl who is under 15 years of age for reasons of force majeure.

Article 205 of the Civil Code requires the consent of the interested parties to the celebration of a marriage.

Article 226 of the Civil Code allows a woman married under a monogamous regime to oppose the celebration of the husband's second marriage.

Article 252 of the Civil Code stipulates that "by the effect of the marriage the husband must protect the wife, the wife must obey her husband...".

The husband is the head of the family. The wife replaces the husband in his functions as head of the family if the latter is stricken with incapacity, or is absent, or has been sentenced for abandoning his family (cf Article 253 of the Civil Code).

Article 254 of the Civil Code stipulates that the choice of family residence rests with the husband; the wife is obliged to live with him, and he is required to receive her into the home.

It is only on the basis of authorisation by the court that the wife may be authorized to establish another residence for herself and for her children if the residence established by the husband presents dangers of a physical or moral nature to the family.

Article 261 of the Civil Code allows the husband, in the interests of the family, to prohibit his wife from following her profession. In the event that the husband allows his wife to exercise her profession the same Article 261 of the Civil Code permits the latter to transfer her personal effects for the needs of her profession.

When the wife exercises a profession or the administration and enjoyment of her personal effects she may have a current account opened in her own name (cf Article 262 of the Civil Code).

A married woman retains her patronymic name; she may, however, use or add to her own name that of her husband (cf Article 98 of the Civil Code).

Under all the regimes each of the spouses receives his income and earnings and may dispose of these freely after having paid for the household costs (cf Article 263 of the Civil Code).

Adultery is one of the principle causes of divorce: however the conditions for adultery are defined differently for the man and for the woman.

Under Article 267 of the Civil Code a woman convicted of adultery is imprisoned for not less than one month and not more than two years.

The action may only be initiated on the complaint of the husband who retains the right to halt the process and to receive his wife back.

The accessory to the adultery of the wife will be given the same punishment. The only evidence which may be admitted against him are, other than being found in flagrante delicto, that resulting from letters or other documents which he may have written.

Article 268 of the Civil Code extends the same punishment to the husband who, outside those cases allowed by custom, has maintained a concubine in the conjugal domicile. The action may only be initiated on the complaint of the wife, but examination of these two articles shows that the act of adultery committed by the wife may take place anywhere, whilst that committed by the man can only take place under the conjugal roof. Furthermore the reference to customary rights makes proof of such adultery even more difficult.

Having regard to the spirit of the provisions of Article 253 of the Civil Code, which stipulates that the husband is the head of the family, a married woman cannot leave the national territory without the written consent of her husband.

Similarly the mother of a Gabonese minor may not remove the said child from the national (Gabonese) territory without the written authorisation of the father.

The birth control policy adopted by the Government prohibits Gabonese women from using contraceptives. Doctors may only prescribe contraceptives for curative purposes, in accordance with the terms of Ordinance No. 64/69 of 4 October 1969 on the use of contraceptives. The Ministerial Order No. 00121/MSPP/DSP/IP dated 3 January 1970 lists the contraceptives to be prescribed in these cases.

No family planning programme has ever been undertaken. As far as abortion is concerned this is very firmly repressed. Chapter 4 of Book III of the Penal Code (Crimes and offences against the person) states as follows :

Article 244 Anyone who, by means of foods, potions, medicaments, manipulations, violence or by any other means, procures or attempts to procure the abortion of a woman who is or is assumed to be pregnant, whether with her consent or not, will be punished by imprisonment for one to five years and a fine of 24,000 to 500,000 CFA Francs.

The imprisonment will be from five to ten years and the fine from 50,000 to 1,000,000 CFA Francs if it is established that the guilty person has habitually performed the acts set out in the previous paragraph. Doctors, health officers, midwives, surgeons, dentists and pharmacists, together with medical students, students of or employees in pharmacy, herbalists, truss suppliers, surgical instrument suppliers, male or female nurses and masseurs or masseuses who have recommended, facilitated or utilized the means for procuring an abortion will be subject to the same punishments. In addition they may also be suspended for a minimum of five years or totally disbarred from exercising their profession.

Article 245 A woman who procures an abortion for herself or attempts to procure such an abortion, or who consents to use means suggested or administered to her for that purpose, will be punished by imprisonment for six months to two years and a fine of 24,000 to 240,000 CFA Francs or to one of these two penalties.

C O N C L U S I O N S

The conclusion reached by the Office of the Sub-Regional Committee for Central Africa I for the Integration of Women in the Development Process (January 1986) is valid for Gabon; that is to say that this country is in no way impeded by the principles set out in the Declaration on the Elimination of Discrimination against Women. In fact since 1960 (the year of achieving political independence) Gabon has been concerned to involve women in national development not solely as beneficiaries by also as agents in this development.

It follows from this that, in order to attain such an objective, the Gabon authorities have given women the same opportunities as men. To do this the emphasis has been placed on educating, training and informing girls and women, these three parameters being the prerequisites for the effective participation of women in national development and thus in their own betterment and development.

The achievements and statistics contained in the present report bear witness to the status of women in Gabon. However it should be noted that the difficult global economic situation, from which our country has not been exempt, has held back or limited actions in favour of women. Furthermore sociological pressures have played their part in the delays which can still be observed here and there. Despite this the situation of women in Gabonese society remains a comfortable one.

ANNEX A

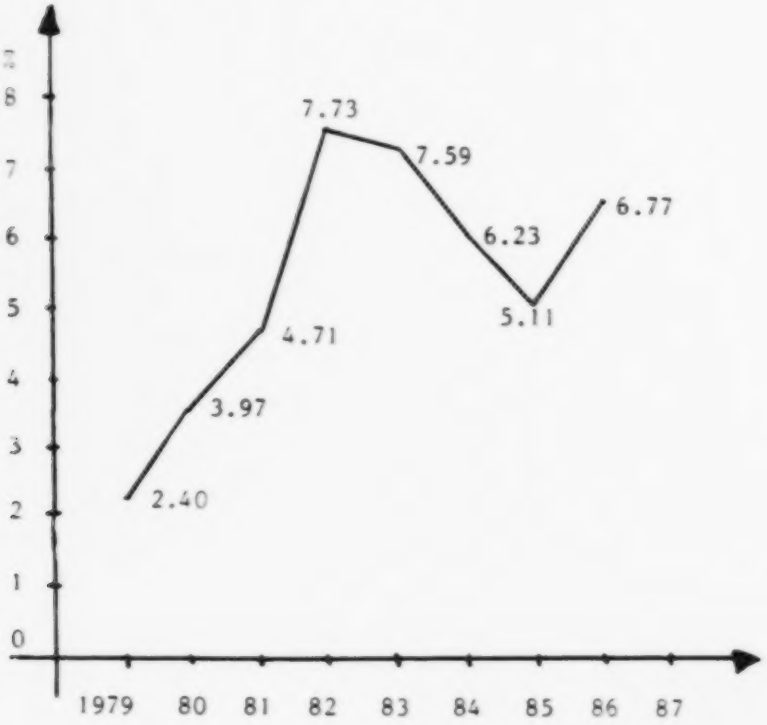
EDUCATION - TRAINING

In the case of girls whose future is found to be compromised by pregnancy Law No. 3/69 or 1 June 1969 requires the man to marry the girl who is in such a difficulty.

For those girls who surmount the hurdle of the baccalaureat the doors of the technical and scientific establishments are open. From year to year increasing numbers of girls appear in the enrolment records of the following institutions: the Libreville National Higher Institute of Engineering (ENSIL), the National Institute for Management Sciences (INSG) and the Faculty of Sciences, University Centre for Health Sciences (CUSS). In the case of vocational training as such young women are found in the traditionally male sectors of the Vocational Apprenticeship Centres (CAP's) such as : surveying, electrical engineering, building electrics, the electrical industry, etc. Young women are also enrolling at the Trades Centre of the Gabon Energy and Water Company (SEEG).

PERCENTAGE OF THE STATE INVESTMENT BUDGET ALLOCATED TO EDUCATION

YEAR	1979	1980	1981	1982	1983	1984	1985	1986
TOTAL SUM	1884	3351	6189	1305	18242	16796	17798	19018
PERCENTAGE	2.40	3.97	4.71	7.73	7.59	6.23	5.11	6.77



EXTENSION OF SCHOOLING AND PERCENTAGE OF GIRL PUPILS, 1970 AND 1985 FIGURES

	1970			1985			Increase	
Educational cycles	Enrolled	Girls	% Girls	Enrolled	Girls	% Girls	In number of girls	In percentage of girls
Primary	94,914	43,368	47.79	178,813	88,348	49.40	42,980	1.61
General secondary	10,783	2,962	27.46	25,815	11,195	43.36	8,233	15.90
Technical	1,273	222	17.43	7,850	2,323	29.59	2,101	12.16
Teacher training	136	18	13.23	5,679	2,862	50.39	2,844	37.16
TOTAL	107,106	48.570	45.34	218,157	104,728	48.00	56,158	2.66

Over a period of fifteen years the number of girl pupils has risen by 56,158 and the percentage by 2.66. Equality between the sexes has been achieved in primary and higher education: it is well on the way in general secondary and technical education.

RESULTS OBTAINED BY GIRLS IN SOME EXAMINATIONS IN 1985

Educational cycle	EXAMINATION - Special subject	Total pupils	Girls	% Girls
PRIMARY	Certificate of elementary primary studies	11,282	4,607	40.8
GENERAL SECONDARY 1st cycle	Certificate of first-cycle studies (BEPC)	1,387	487	35.1
2nd cycle	Baccalauréat, series A	194	*	-
	B	189	-	-
	C	63	-	-
	D	223	-	-
	E	13	-	-
TECHNICAL	Certificate of vocational ability (CAP) :			
	Commercial {accounting	45	22	48.9
	Commercial {shorthand/typing	18	13	72.2
	Industrial	219	0	0.0
	Certificate of technical studies (BET) :			
	Commercial {accounting	87	45	51.7
	Commercial {secretarial	12	10	83.3
	Industrial	99	1	1.0
	Technical baccalauréats	253	*	-
TEACHER TRAINING 1st cycle	Teaching certificate (BEN)	538	250	46.5
Higher	Teaching diploma (primary teachers) (CFI)	68	34	50.0
	Head-teachers certificate (BCEP) - Part I	198	59	29.8
	Part II	111	21	18.9

* Number of girls not available.

NUMBERS IN EACH HIGHER EDUCATION ESTABLISHMENT BY SEX

Establishments within Omar Bongo University	Gabonese			Establishments under dual supervision	Gabonese		
	Boys	Girls	Total		Boys	Girls	Total
Faculty of Laws and Economics	443	150	593	CUSPOD	270	105	375
Faculty of Arts and Humanities	405	148	553	ENA	48	6	54
Faculty of Sciences	104	22	126	ENM	39	9	48
CUSS	125	108	233	ENEF	9	2	11
ENSIL	64	2	66	IAI	9	-	9
ENSIL Annex	109	3	112				
INSG	56	14	70				
ESCAS	52	58	110				
ENS	147	39	186				
ENSET	81	-	81				
TOTALS	1,586	544	2,130		375	122	497

Total in higher education = 2,637

Boys = 1,961

Girls = 666

Figures for the 1982/83 academic year.

TOTAL NUMBER OF GABONESE STUDENTS IN EACH ESTABLISHMENT

a) UNIVERSITY YEAR 1983/84

ESTABLISHMENTS	BOYS	GIRLS	TOTAL
Faculties			
FDSE (Law & Economics)	455	177	632
FLSH (Arts & Humanities)	366	142	508
Sciences	89	15	104
CUSS	144	102	246
Colleges			
ENSIL	76	3	79
ENSIL Annex	108	7	115
INSG	52	11	63
ESCAS	37	64	101
ENS	164	43	207
ENSET	83	-	83
TOTALS	1574	564	2138

b) UNIVERSITY YEAR 1984/85

ESTABLISHMENTS	BOYS	GIRLS	TOTAL
Faculties			
FDSE	483	197	680
FLSH	356	132	488
Sciences	82	17	99
CUSS	162	104	266
Colleges			
ENSIL	158	9	167
INSG	134	51	185
ENSS	5	51	56
ENS	204	60	264
ENSET	90	1	91
TOTALS	1674	622	2296

TOTAL NUMBER OF GABONESE STUDENTS IN EACH ESTABLISHMENT

c) UNIVERSITY YEAR 1985/86

ESTABLISHMENTS	BOYS	GIRLS	TOTAL
Faculties			
FDSE	479	210	689
FLSH	386	146	532
Sciences	132	24	156
CUSS	178	114	292
Colleges			
ENSIL	138	7	115
INSG	121	54	175
ENSS	-	68	68
ENS	168	57	225
ENSET	91	2	93
TOTALS	1693	682	2375

VOCATIONAL TRAINING

Number of girls under initial training
(2 years), in each centre, section and year

Centres and Sections	1982/83		1983/84		1984/85	
ONDIMBA + NKEMBO	Year 1	Year 2	Year 1	Year 2	Year 1	Year 2
Typing		58				70
Shorthand/typing		59	158			70
Letter-writing				10	45	
Management secretary		38		18		
Sales/cashier			68		78	
Accounting I					73	
Accounting II	23			15	32	
Customs declarations	19			12	27	
General engineering						
Automobile engineering						
Electrical industry					2	
Electrical refrigeration			1			1
Electro-mechanical	1			2	6	
Car bodywork/painting						
Metalworking/boilermaking						
Modern bricklaying					1	
Carpentry						
Surveying			4		5	
Building electrics		4	8		9	
Sculpture						
Technical drawing						
Printing						
TOTALS : 917	43	159	239	57	278	141
PORT-GENTIL CFPP	Year 1	Year 2	Year 1	Year 2	Year 1	Year 2
Typing		25	29			26
Shorthand/typing		25	29			28
Automobile engineering						
General engineering						
Metalworking/boilermaking						
TOTALS : 162		50	58			54

VOCATIONAL TRAINING (contd.)

Centres and Sections	1982/83		1983/84		1984/85	
FRANCEVILLE CFPP	Year 1	Year 2	Year 1	Year 2	Year 1	Year 2
Automobile engineering						
Building electrics		8	4			17
Electro-mechanical					26	
Plumbing						
Typing		19	18			45
Shorthand/typing		16	28			20
Accounting I	28		17		19	
TOTALS : 265	28	43	67		45	82
TCHIBANGA CFPP	Year 1	Year 2	Year 1	Year 2	Year 1	Year 2
Shorthand/typing	11			5	26	
Typing	28			42		
Accounting I	5			8	16	
TOTALS : 141	44			55	42	

NUMBER OF GIRLS UNDER INITIAL TRAINING (2 YEARS) IN PRIVATE CENTRES APPROVED BY THE MINISTRY RESPONSIBLE FOR VOCATIONAL TRAINING AND CRAFTS

	1982/83		1983/84		1984/85	
	Year 1	Year 2	Year 1	Year 2	Year 1	Year 2
PRINCIPAL TRAINING COURSE FOR THE FUTURE (Libreville)						
Accounting I	93	37	34	32	72	26
Shorthand/typing I	98	22	33	15	19	
Shorthand/typing II					66	
Typing	164	45	158	107	296	127
Insurance					16	5
TOTALS	355	104	225	154	469	158
SPECIALIZED AND FURTHER TRAINING CENTRE FOR WOMEN'S OCCUPATIONS (Libreville)						
Hostess/receptionist	40	35	33	13	27	10
Dressmaking	18		16	2	30	
Hairdressing	25	8	17	8	32	4
TOTALS	83	43	66	23	89	14
GABON SECRETARIAL COLLEGE (Libreville)						
Accounting I	5	2	15		12	1
Shorthand/typing	14	6	22	3	20	6
Typing	65	15	80	40	80	60
TOTALS	84	23	117	43	112	67
SAINTE-MARIE CPA (Libreville)						
Carpentry						
Domestic arts (dressmaking)	25	25	25	25	(No training)	
Bricklaying						
TOTALS : 100	25	25	25	25	-	-

GABONESE TEACHING STAFF :

a) UNIVERSITY YEAR 1983/84

ESTABLISHMENT	Assistants and similar grades			Senior assistants			Lecturers			Professors		
	M	W	Total	M	W	T	M	W	T	M	W	T
Faculties												
FDSE			11			4			4			-
FLSH			19			20			2			-
Sciences			9			13			2			-
CUSS			9			5			11			-
Colleges												
ENSIL			2			1			-			-
INSG			3			-			-			-
ENS			13			2			-			-
ENSET			-			3			-			-

b) UNIVERSITY YEAR 1984/85

Faculties												
FDSE			12			4			5			1
FLSH			23			19			2			-
Sciences			10			12			2			-
CUSS			9			1			9			2
Colleges												
ENSIL			2			1			-			-
INSG			4			-			-			-
ENS			11			4			-			-
ENSS			1			-			-			-
ENSET			1			2			-			-

c) UNIVERSITY YEAR 1985/86

Faculties												
FDSE	15	-	15	3	-	3	6	-	6	1	-	1
FLSH	23	7	30	17	2	19	2	-	2	-	-	-
Sciences	10	1	11	8	2	10	2	-	2	-	-	-
CUSS	10	1	11	4	-	4	12	1	13	1	-	1
Colleges												
ENSIL	2	-	2	1	-	1						
INSG	4	2	6	-	-	-						
ENSS	-	-	-	-	-	-						
ENS	8	3	11	2	1	3						
ENSET	1	-	1	2	-	2						
TOTALS			87			42			23			2

WOMEN IN TEACHING

It was men who were the pioneers in our teaching as a result of the course of educational history in Gabon. Gradually, as in the other branches of economic activity, men moved on to new careers and their places were taken by women.

Thus women were first of all represented in primary teaching.

The National College of Education (ENS) has for some years now been providing female graduates for the labour market, and these graduates are now teaching in various Schools and Colleges in the country. The Head of Bessieux College in Libreville is a woman, as are also the heads of the State secondary schools at Port-Gentil and Koula-Moutou.

Some women are engaged in higher education including a doctor of nuclear physics at the Faculty of Sciences. In 1982 the head of the English Department at OMAR BONGO University was a woman, and a woman is currently in charge of the Sociology Department.

WOMEN AND EMPLOYMENT

ANNEX B

A - THE ACTIVE FEMALE POPULATION IN THE PUBLIC SECTOR

Law No. 24/63 of 31 May 1963 setting out the General Statutes for the Civil Service was discriminatory in certain of its articles. These were principally the following :

Article 7 "....In the application of the present statute no distinction is made between the two sexes.
However the special statutes organizing the Civil Service of the Republic may, for reasons of the physical aptitudes required of officials or the constraints specific to certain offices, restrict access to certain services to candidates of the male sex."

Article 8, paragraph 4 "....Similarly when the spouse of a prefect and magistrate is also an official the said spouse is prohibited from holding public office in the same admistrative area in which her husband performs his functions."

The revision in 1967 of the General Statutes of the Civil Service has given rise to a new law: this is Law No. 9/67 of 16 June 1967 setting out the General Statutes for Officials. In this paragraph 4 of Article 8 of the former General Statutes for the Civil Service has been purely and simply deleted. In the case of Article 7 of the said Statutes this has undergone certain modifications (cf text below).

Law No. 9/67 of 16 June 1967 setting out the General Statutes for Officials
Chapter One : Statutory Provisions

Article 7 In the application of the present statute no distinction is made between the two sexes.
However by reason of the physical aptitudes or constraints specific to certain offices the special statutes may restrict access to certain services to candidates of either the masculine sex or the feminine sex.

Article 10 When the wife or the husband of an official exercises a private activity for profit a statement to this effect is to be made by this official to his Minister who may take measures intended to protect the interests of the service.

Article 11 When the wife or husband of an official exercising authority or carrying out inspections is also an official then a statement to this effect must be made by this official to his Minister who may, conjointly with the Minister for the Civil Service, take all measures necessary to protect the interests of the service.

In 1984 there were, in the Gabon Civil Service, 657 primary women teachers out of the total of 2240 (29%) and 138 primary headmistresses out of 639 (21.5%).

In the general secondary sector there were 386 women teachers out of a total of 1411 (27%); in the technical secondary sector the figures were 26 out of 173 (15%).

At the Ministry of Agriculture there are 6 women agricultural inspectors out of 106 (5.6%), mainly graduates from the Oyem Rural Training College.

The National Forests and Waterways College has also trained some women: there are 7 women assistant forests and waterways technicians out of a total of 91(7.6%) and 5 women forests and waterways inspectors out of 72 (6.9%).

The National College for Health and Social Action trains most of the health workers. There are 143 women State Nurses out of 213 (67%), 357 women assistant nurses out of 633 (56%), 49 women midwives out of 58 (84%), 59 women laboratory assistants out of 132 (44.6%), 3 women assistant dental technicians, 11 women assistant pharmacists out of 15 (73%) and 3 women assistant radiologists (17.6%).

Those who have progressed to higher education and have obtained scientific or technical diplomas in the various branches of economic activity prefer to go to private companies where employment is much better paid. However employers cannot shake off the prejudice that these female executives belong to the so-called weaker sex, and so cannot perform their tasks as easily as their masculine colleagues. Furthermore they believe that these women cannot reconcile their professional lives with their family lives, and this holds back their promotion to posts of responsibility. Finally the legal provisions which will be listed below can justify this reticence on the part of employers. As far as the women are concerned these texts are an inviolable acquisition, enabling them to absent themselves to give birth and to swell the Nation!

Texts taken from the Gabonese Labour Code
Law No. 5/78 of 1 June 1978 provides as follows :

Article 117 Any pregnant woman whose condition has been medically established or whose pregnancy is apparent has the right, on the occasion of her confinement, to suspend her work for a period of fourteen consecutive weeks, of which six weeks are to be before the presumed date of the birth.

This interruption of service, which may not be considered a cause for termination of the contract, may be extended by three weeks in the event of a duly established illness resulting from the pregnancy or the confinement. During this period the employer may not dismiss her.

Article 118 During her maternity leave the woman has the right to free medical care and to the totality of the wages which she was receiving at the time of suspension of work, these benefits to be charged to the National Social Security Fund. She retains the right to benefits in kind.

Article 119 The employer may not knowingly use the services of a woman during the eight weeks following her confinement.

Article 120 During a period of fifteen months, as from the date of resuming work, the woman has the right to rest periods for feeding her baby. The total period of rest may not exceed two hours in each working day.

During this period the mother may definitively leave her employment without prior notice and without thereby having to pay any compensation for breaking her contract.

Article 126 .... Mothers with families have the right to one additional day of leave per year for each dependent child.

N.B. Women who receive benefits from the National Social Security Fund (CNSS), or whose husbands receive benefits from the said organization, will receive prenatal benefits: 6,000 CFA Francs on the first prenatal visit in the third month of pregnancy, 7,500 CFA Francs on the second prenatal visit in the sixth month and a grant of 8,000 CFA Francs at the time of the birth. In the eighth month they receive a layette to a value of 35,000 CFA Francs.

The following are some figures concerning women executives in the Gabon Civil Service in 1984.

Customs
4 women out of 42 central customs inspectors (9.5%);
1 woman out of 34 customs officers (2.9%).

Revenue
3 women central tax inspectors out of 25 (12%).

Statistics
2 women out of 11 economics statisticians (18%);
1 woman out of 10 statisticians (10%).

Treasury
1 woman central treasury inspector out of 26 (3.8%);
1 woman treasury inspector out of 10 (10%).

Infrastructure and Equipment
2 women public works engineers out of 43 (4.6%).

Data processing

1 woman data processing engineer out of 13 (7.6%);
4 women computer engineers out of 17 (23.5%).

Information media

4 women senior production inspectors out of 25 (16%);
2 women assistant journalists out of 18 (11%);
2 women TV/radio engineers out of 20 (10%).

Health

3 women pharmacists out of 12 (25%);
25 women doctors out of 120 (20.8%);
1 woman specialist doctor out of 3 (33%).

Higher education

14 women assistant teachers out of 90 (15.5%);
21 women assistants out of 98 (21.4%), mainly in the Faculty of Arts and Humanities.

MEMBERS OF THE LEGAL PROFESSION
AS AT 1 SEPTEMBER 1986

I. MAGISTRATES (Category A1)

a) ACTIVE (by jurisdiction or department)

ASSIGNMENT	MEN	WOMEN
Office of the Minister of Justice	2	
Secretariat-General	1	
General Inspectorate, Legal Services	2	
Directorate of Criminal Proceedings and Reprieves	1	1 : Head of Department
Directorate of Civil Proceedings and the Seal	1	1 : Director
National Magistrates' College	1	
Office of the President of the Supreme Court	1	
Administrative Office of the Supreme Court	2	
Audit Office of the Supreme Court	6	2 : 1 President
Legal Office of the Supreme Court	9	1 : Attorney General
Libreville Appeal Court	8	6
Franceville Appeal Court	7	1
Libreville Court	12	9
Port-Gentil Court	9	
Lambarene Court	3	
Tchibanga Court	3	
Oyem Court	4	2 : 1 President of the Court
Franceville Court	7	
Makokou Court	3	
Koula-Moutou Court	3	
Mouila Court	3	
Total	88	23

N.B. Women in posts of responsibility
1 Head of Department, Directorate of Criminal Proceedings and Reprieves;
1 Director of Civil Proceedings and the Seal;
1 President of the Audit Office of the Supreme Court;
1 Attorney General in the Legal Office of the Supreme Court;
1 President of the Oyem Court.

	CATEGORY	MEN	WOMEN	
b)	On secondment	20	2	Secretary of State for the Advancement of Women and the Mayor of Port-Gentil.
c)	On sick leave	-	-	
d)	Staff in reserve	1		
e)	On training courses	6	3	

II - STAFF OF THE CLERK TO THE COURT AND PUBLIC PROSECUTORS' OFFICES

GRADE	MEN	WOMEN	TOTAL
Chief Clerk to the Upper Court and Chief Secretary to the Attorney General (Category A1)	3	2	5
Chief Clerk to the Court and Chief Secretary to the Prosecutor's Office (Category A2)	15	9	24
Clerk to the Court and Secretary to the Prosecutor's Office (Category B1)	45	14	59
Deputy Clerk to the Court and Assistant Secretary to the Prosecutor's Office (Category B2)	71	42	113
Assistant to the Clerk to the Court and the Prosecutor's Office	8	13	21
TOTAL	142	80	222

Summary :

I - Magistrates :
118 Men, 28 Women.

II - Staff of Clerks to the Court and Public Prosecutors' Offices :
102 Men, 80 Women.

TOTALS :
220 Men, 108 Women.

PROPORTION OF WOMEN AMONG SENIOR CIVIL SERVANTS IN 1984

Directors-General in Central Administration :
3 women out of 48 (6.25%)
Directors in Central Administration :
21 women out of 223 (9.4%)
First Counsellors at Embassies :
6 women out of 60 (10%)
State Prosecutors :
1 woman out of 8 (12.5%).

PROPORTION OF WOMEN RECRUITED INTO THE GABON CIVIL SERVICE, 1980 TO 1985

YEAR OF RECRUITMENT	TOTAL	MEN	WOMEN	% WOMEN
1980	2041	1520	521	25.52
1981	1637	1264	373	22.78
1982	1696	1306	390	22.99
1983	1838	1339	499	27.14
1984	2415	1894	521	21.57
1985	1525	1276	249	16.32
TOTAL	11152	8599	2553	22.89

MARITAL STATUS OF WOMEN IN THE GABON CIVIL SERVICE (FEBRUARY 1986)

MARITAL STATUS	TOTAL	MEN	WOMEN	% WOMEN
Unmarried	18011	14347	3664	20.34
Married	10090	8114	1976	19.58
Widowed	117	37	80	68.37
Divorced	273	103	170	62.27

PROPORTION OF WOMEN BY RANK IN THE GABON
CIVIL SERVICE (FEBRUARY 1986)

RANK (BY CATEGORY)	TOTAL	MEN	WOMEN	% WOMEN
0	821	637	184	22.41
1 A1	2879	2407	472	16.39
2 A2	3149	2501	648	20.57
3 B1	7686	6296	1390	18.08
4 B2	4430	2839	1591	35.91
5 C	8833	7472	1361	15.40
6	692	449	243	35.11
9	1	0	1	100.00

PROPORTION OF WOMEN IN THE GABON CIVIL SERVICE
BY TYPE OF CONTRACT

STATUS	TOTAL	MEN	WOMEN	% WOMEN
Particular cases	91	77	14	15.38
Official	11707	8228	3479	29.71
Local contract, under service statutes	3776	2444	1332	35.27
Expatriate contract, under service statutes	1134	879	255	22.48
Contract not under				

PROPORTION OF WOMEN IN MINISTERIAL DEPARTMENTS
(FEBRUARY 1986)

DEPARTMENT	TOTAL	MEN	WOMEN	% WOMEN
Office of the President	362	171	127	35.08
Office of the Prime Minister	55	41	14	25.45
Political offices	460	330	130	28.26
Gabonese Democratic Party (PDG)	130	83	47	36.15
Secretariat-General of the Government	5	2	3	60.00
Office of the Deputy P.M.	19	16	3	15.78
Foreign Office	418	295	123	29.42
Relations with Assemblies	15	13	2	13.33
National Archives	30	21	9	30.00
State Supervision	25	19	6	24.00
National Defence	647	587	60	9.27
Presidential Guard	1569	1566	3	0.19
National Gendarmerie	2486	2292	194	7.80
Army and Navy	3232	3041	191	5.90
Air Force	822	744	78	9.49
Fire Brigades	179	179	0	0.00
National Police	1923	1757	166	8.63
Public Security	232	299	3	1.29
Justice, Keeper of the Seals	324	238	86	26.54
Administration of the Territory & Local Collectivities	734	605	129	17.57
Information, Posts & Telephones	437	353	84	19.22
Civil Service	300	203	97	32.33
Prison Security	313	252	61	19.48
Road Safety	24	21	3	12.50
Finance	1157	914	243	21.00
Ministry for Small & Medium sized Companies	12	12	0	0.00
Planning	128	104	24	18.75
Land Registration	67	47	20	29.85
Trade	61	40	21	34.42
Industry	19	16	3	15.78
Land Survey	75	68	7	9.33
Shareholdings	11	4	7	63.63
Economics	28	19	9	32.14
Agriculture & Stockraising	370	332	38	10.27
Waterways & Forests	417	387	30	7.19
Mining & Hydrocarbons	100	85	15	15.00
	409	385	24	5.86

Department	Total	Men	Women	% Women
Transport	27	19	8	29.62
Civil Aviation	134	106	28	20.89
Tourism	36	27	9	25.00
Merchant Navy	43	39	4	9.30
National Education	6489	4533	1956	30.14
Vocational Training	86	70	16	18.60
Youth & Sports	239	209	30	12.55
Higher Education	395	267	128	32.40
Culture and the Arts	136	108	28	20.58
Scientific Research	102	81	21	20.58
Popular Education	102	89	13	12.74
Craftwork	1	1	0	0.00
Public Health	2394	1073	1321	55.17
Labour & Employment	118	87	31	26.27
Social Affairs	220	55	165	75.00
Advancement of Women	9	4	5	55.55
Social Security	2	2	0	0.00
Welfare	2	2	0	0.00
Staff in special posts	46	43	3	6.52

B - THE ACTIVE FEMALE POPULATION IN THE PRIVATE AND PARA-PUBLIC SECTORS

Women are poorly represented in the active population of the private and para-public sectors. At 31 December 1984 the total female workforce was 11,970, representing only 17.15% of the total workforce. It might be assumed that the activity of women would be mainly concentrated in the informal sector, the structured sector being newer for them than for men. However this limited workforce is distributed in a conventional manner within the various occupations which have been surveyed. In fact administrative tasks occupy more than 40% of the female workforce. The textile industries employ more women than men, and this is in fact the only type of occupation where women are in the majority. Unskilled work accounts for more than 26% of the women surveyed: this type of activity involves mainly household or cleaning work.

Not unimportant numbers of women are engaged in miscellaneous occupations and in commerce.

The table on the following page shows that women are very poorly represented in occupations of a technical character (for example precision work, physically demanding work (such as mining)

WORKFORCE BY OCCUPATION AND SEX, 1984

	Total	Men		Women		Percentage of women's occupations
		Number	%	Number	%	
	3,860	3,314	85.85	546	14.14	4.56
	8,861	8,698	98.16	163	1.83	1.36
	2,327	1,639	70.43	688	29.56	5.74
	11,430	6,583	57.59	4,847	42.40	40.49
tries	7,594	5,941	78.23	1,653	21.76	13.80
	12,819	9,640	75.20	3,179	24.79	26.55
	1,230	1,221	99.26	9	0.73	0.07
	6,049	5,973	98.74	76	1.25	0.63
	2,857	2,795	97.82	62	2.17	0.51
	585	529	90.42	56	9.57	0.46
	501	182	36.32	319	63.67	2.66
	2,632	2,569	97.60	63	2.39	0.52
	6,520	6,481	99.40	39	0.59	0.32
roducts	774	585	75.58	189	24.41	1.57
	1,262	1,245	98.65	17	1.34	0.14
	490	426	86.93	64	13.06	0.53
	69,791	57,821	(100.00)	11,970	(100.00)	100.00
workers			82.84		17.15	

tages represent the importance of this occupation within the entire range of women's occupations.